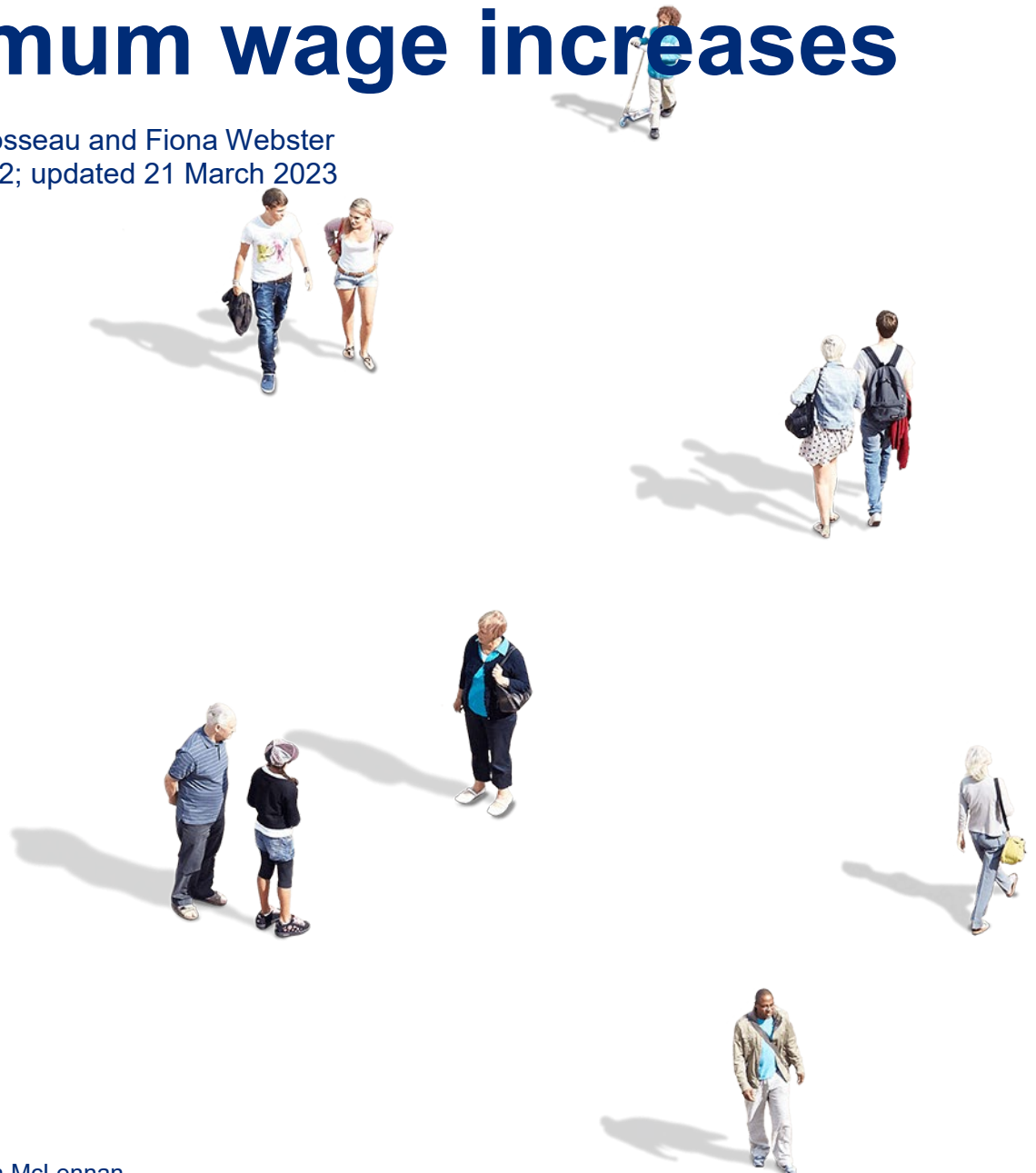


Law & Policy Group

# Roundup: Global employer resources on minimum wage increases

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## Section 1

# Introduction

To help multinational employers address the different minimum wage rates around the world, this roundup provides some information and links to resources from organizations, government websites, third-party resources and news articles.

## Section 2

# Global or multicountry

- [Minimum wages for 200+ countries](#) (Wage Indicator) This database contains the minimum wage rates for more than 200 countries around the world and flags countries with no statutory minimum wage rates.
- [National minimum wage](#) (Country economy.com) Includes countries' monthly minimum wage information in various formats
- [International minimum wage rates 2022](#) (Minimum wage.org) Includes comparison table and country factsheets
- [Minimum wage](#) (International Labour Organization (ILO) Includes ILO library resources, international labour standards, statistics and useful links on minimum wage
- [Global Wage Report 2022-2023](#) (ILO, November 2022)
- [The employer's guide to Europe's inflation](#) (Littler, 3 November 2022)
- [Directive on adequate minimum wages in the European Union](#) (19 October 2022)
- [Real minimum wages](#) (OECD, last updated 6 September 2022) Includes certain countries' information from 2001-2020
- [These countries have the highest minimum wages in the OECD](#) (World Economic Forum, 22 August 2022)
- [Minimum wage statistics in the European Union](#) (Eurostat, July 2022)
- [Minimum wages at current prices in national currency unit](#) (OECD, last updated July 2022) Includes certain countries' information from 2012-2022

## Section 3

# Americas

## Argentina

The government announced (Spanish) a four-step increase to the minimum wage, in addition to increases approved earlier in 2022 — the total increase will amount to 110%. The first increase (7%) took effect on 1 December 2022, and increased to AR\$65,427 (6%) on 1 January 2023. Further increases to AR\$67,743 (4%) are slated for 1 February and AR \$69,500 (3%) on 1 March.

## Aruba

The 2023 monthly minimum wage is AWG 1,893 for employees aged 18 or older, and to AWG 441.60 per week. The new income limit is AWG 4,733.50 per month, or AWG 56,802 per year.

## Belize

The minimum wage increased to BZD\$5 on 1 January 2023.

## Bermuda

Bermuda introduced a minimum wage rate to take effect 1 June 2023. The rate will be between BMD\$16 and BMD\$16.40 for most workers. For personal care workers and hospitality workers who receive tips and gratuities, the hourly wage rate will be between BMD\$12 and BMD\$12.30. The ministry published a position paper on the minimum wage.

## Bolivia

Bolivia's monthly minimum wage increased to BOB\$2,250 — up from BOB\$2,164 — retroactive to 1 Jan 2022 under Supreme Decree No. 4711 (Spanish) published on 1 May 2022.

## Brazil

Brazil's president announced (Portuguese) an increase in the monthly minimum wage to BRL1,320, effective 1 May 2023. However, no accompanying legislation has been published, and the minimum wage amount is still under discussion.

## Canada

On 1 April 2022, the federal minimum wage increased to C\$16.65 — up from C\$15.55 per hour. This change applies to workers and interns in federally regulated private sectors, including banks, postal and courier services, and interprovincial air, rail, road, and marine transportation. For those working in provinces or territories where the general minimum wage rate is higher, the higher rate will continue to apply. The federal minimum wage is adjusted automatically each 1 April, based on the average annual increase of the consumer price index.



## Canada — British Columbia

The general minimum wage in British Columbia, Canada increased by 2.8% on 1 June 2022 to C\$15.65 per hour, up from C\$15.20. The increase is the first tied to British Columbia's average annual inflation rate. Effective 1 January 2023, the minimum piece rates for certain agricultural roles increased by 2.8%.

## Canada — Manitoba

In August 2022, the government announced plans to increase the minimum wage to \$15/hour by October 2023. The minimum wage first increased to \$13.50/hour, up from \$11.95/hour, on 1 October 2022 and will increase to \$14.15/hour on 1 April 2023. With the expected consumer price index increase for 2022, the next indexed adjustment will bring Manitoba's minimum wage to around \$15/hour as of 1 October 2023.

## Canada — New Brunswick

On 1 October 2022, the minimum wage increased to C\$13.75 per hour. On 1 April 2023, the minimum wage will increase to \$14.75 per hour — the highest in Atlantic Canada.

## Canada — Newfoundland and Labrador

On 1 October 2022, the minimum wage increased to C\$13.70 per hour, up from C\$13.20. On 1 April 2023, it will increase to C\$14.50 per hour and then to C\$15.00 on 1 October 2023.

## Canada — Nova Scotia

On 1 October 2022, the minimum wage increased to C\$13.60 per hour. The minimum wage will increase twice in 2023: On 1 April, it will increase to C\$14.50/hour, and to C\$15/hour on 1 October 2023 — six months sooner than previously announced.

## Canada — Ontario

On 1 October 2022, the minimum wage increased to C\$15.50/hour, up from C\$15.00/hour. This is an 8% increase over one year.

## Canada — Prince Edward Island

Prince Edward Island's government announced two minimum wage increases for 2023 — to C\$14.50 per hour as of 1 January 2023 and to C\$15 per hour as of 1 October 2023.

## Canada — Quebec

On 1 May 2022, the minimum wage increased to C\$14.25 per hour, up from C\$13.50.

## Canada — Saskatchewan

On 1 October 2022, the minimum wage increased to CAD\$13 per hour, up from CAD\$11.81. Future increases are slated on 1 October 2023 to CAD\$14, and on 1 October 2024 to CAD\$15.

## Canada — Yukon

The minimum wage in Yukon will increase by 6.8% on 1 April 2023 to C\$16.77, up from C\$15.70.

## Chile

From 1 August 2022, the minimum monthly wage (Spanish) increased to:

- CLP 400,000 for workers aged 18 to 65 years
- CLP 298,391 — up from CLP 283,471 — for workers younger than 18 and older than 65 years

## Colombia

The monthly minimum wage increased (Spanish) to COP\$1,160,000 on 1 January 2023 — a 16% increase on the 2022 rate. The transportation subsidy increased by 20% to COP \$140,606 (the government has corrected the allowance increase). An estimated half of Colombia's workforce is employed in the informal sector and is not expected to benefit from the increases.

## Costa Rica

The minimum wage increased (Spanish) by 6.62% on 1 January 2023 for all categories of workers in the private sector.

## Dominican Republic

Effective 1 October 2022, the daily minimum wage range for construction workers (Spanish) is DOP\$817.16 to DOP\$2,451, depending on the employee's job role, up from DOP\$797.39 to DOP\$2,392.17. The monthly minimum also increased to:

- DOP\$18,000 for agricultural heavy machinery operators (Spanish)
- DOP\$27,000 for general heavy machinery operators (Spanish)

From 1 January 2022, the monthly minimum wage rates (Spanish) in the Dominican Republic increased to:

- DOP\$21,000 for large private-sector employers
- DOP\$19,250 for medium-sized employers
- DOP\$12,900 for small employers
- DOP\$11,900 for microenterprises

In addition, the minimum wage amount used to calculate certain insurance contributions (workers' compensation, health, and retirement pension) increased (Spanish) to DOP\$16,262.50.

## Ecuador

From 1 January 2023, the basic minimum monthly salary (Spanish) is US\$450 — up from US\$425 in 2022.

## Guatemala

Guatemala announced (Spanish) the minimum wage rates, effective 1 January 2023. Different minimum wage rates and premiums apply, depending on industry sector and working conditions applicable to certain job types. In addition to the minimum monthly wage, workers must be paid the “incentive bonus” (GTQ 250).

The new monthly minimum wage rates for Economic Area 1, including the incentive bonus, are:

- GTQ 3,416.38 for nonagricultural workers
- GTQ 3,233.60 for agricultural workers
- GTQ 3,143.54 for workers in export industries

The rates in Economic Area 2 are

- GTQ 3,327.56 for nonagricultural workers
- GTQ 3,237.53 for agricultural workers
- GTQ 3,062.63 for workers in export industries

## Guyana

Minimum wage rates increased on 1 July 2022 to GYD\$347 per hour (up from GYD\$255), GYD \$2,766 per day (up from GYD\$2,040), GYD\$13,880 per week (up from GYD\$10,200), and GYD\$60,147 per month (up from GYD\$44,200).

## Honduras

On 3 April 2022, Honduras’s Tripartite Table announced (Spanish) minimum wage increases between 5.32% and 8% for years 2022 and 2023, depending on the workforce size. The increases applied retrospectively, payable for the first three months of 2022. The increases were:

- Employers with more than 150 employees: 8% in 2023 (up from 7.5% in 2022)
- Smaller employers in both 2022 and 2023:
  - 51 to 150 employees: 6.5%
  - 11 to 50 employees: 5.5%
  - 1 to 10 employees: 5.32%

Workers in the textile sector and Free Zone companies are excluded from this agreement, and are subject to other measures.

## Jamaica

Jamaica [announced](#) a significant increase to its 40-hour weekly minimum wage to JMD \$9,000, up from JMD \$7,000, effective 1 April 2022.

## Mexico

The general daily minimum wage [increased](#) (Spanish) by 20% on 1 January 2023 to MXN \$207.44, and to MXN\$312.41 in municipalities in the Free Economic Zone of the Northern Border.

## Nicaragua

Minimum wages increased (Spanish) by 10% in 2023 from 1 March 2023, effective through 29 February 2024. However, the minimum wage in the free-trade zone regime companies, established in 2022, increased by 8% from 1 January.

## Peru

The minimum living wage for private sector workers in Peru increased on 1 May 2022 to PEN 1,025, up from PEN 930. The increase is expected to impact approximately 30% of the workforce. The measure was published in [Supreme Decree No. 003-2022-TR](#) (Spanish) on 3 April 2022.

## United States

For the latest US minimum wage rates, see this roundup: [Roundup — US employer resources on minimum wage increases](#) (Mercer, regularly updated)

## United States — Puerto Rico

Effective 1 January 2022, the hourly minimum wage in Puerto Rico [increased](#) (Spanish) to \$8.50, up from \$7.25. Further increases are slated to take effect on 1 July 2023 (\$9.50), and on 1 July 2024 (\$10.50). The 2024 increase will require approval of the Department of Labor and Human Resource's newly created Minimum Wage Evaluation Committee. The minimum wage was last increased in 2009.

## Uruguay

Effective 1 January 2023, the monthly minimum wage [increased](#) (Spanish) to UYU 21,106 — up 9% on the 2022 wage rate.

## Section 4

# Asia Pacific

### Australia

Australia's Fair Work Commission has published its annual wage review and, from 1 July 2022, increased rates for the national minimum wage (NMW) and most modern award minimum wage rates are now in effect:

- The NMW increased by 5.2% to AU\$812.60 per week (up from AU\$772.60) and AU\$21.38 per hour (up from AU\$20.33).
- The modern award minimum wage rate increased by 4.6%, subject to a minimum increase of AU\$40 per week. This means that wage rates above the current rate of AU\$869.60 increased by 4.6%, and wage rates below that amount increased by AU\$40 per week. Modern award rates in the aviation, tourism and hospitality sectors took effect on 1 October 2022.

### China

On 2 January 2023, the Ministry of Human Resources and Social Security announced (Chinese) the minimum wage standards for all regions in China. The minimum hourly wage in Beijing is highest at CNY 25.3 per hour, followed by Shanghai and Tianjin (CNY 23, and CNY 22.6, respectively). Minimum monthly wages are highest in Shanghai and lowest in Anhui province.

### Fiji

A third tranche minimum wage increase — to FJD \$3.67/hour — took effect on 1 October 2022. Minimum rates in 10 sectors were also announced, including:

- Building and engineering
- Hotel and catering
- Manufacturing
- Mining and quarrying
- Printing
- Sawmill and logging
- Garment

The Ministry of Employment, Productivity and Industrial Relations also advised employers that it would inspect workplaces to verify compliance with the minimum wage rates.

## Hong Kong

Hong Kong's Chief Executive in Council has adopted the recommendation of the Minimum Wage Commission to raise the statutory hourly minimum wage rate to HK\$40 on 1 May 2023 — up from HK\$37.50. This will be the first increase since May 2019.

## Japan

Japan's labor ministry has announced (Japanese) hourly minimum wage increases by prefecture from October 2022 to September 2023 — ranging from JPY 853 to JPY 1072 (up from JPY 820 to JPY 1041).

## Malaysia

The national minimum wage increased on 1 May 2022 to RM 1,500 per month. However, implementation of the new rate is delayed (Malay) until 1 July 2023 for smaller employers.

## New Zealand

From 1 April 2023, the minimum wage will be NZ\$22.70 per hour, up from NZ\$21.20. The training and starting out minimum wage will be NZ\$18.16, up from NZ\$16.96.

## Philippines

The minimum wage rates in two Philippine regions increased effective 4 June 2022. In the National Capital region, the increased daily minimum wage for nonagricultural workers increased to PHP 570 (up from PHP 537), and for agricultural workers the new rate is PHP 533 (up from PHP 500). In the Western Visayas region, the increased daily minimum wage rate for nonagricultural workers is PHP 450 for employers with more than 10 employees, and PHP 420 for smaller employers. The increased wage rate for agricultural workers increased to PHP 410, (up from PHP 315). These increased rates — the first since 2018 and 2019 respectively — are estimated to benefit approximately 214,836 private sector employees.

## South Korea

The minimum hourly wage for 2023 increased (Korean) to KRW 9,620 — a 5% increase from 2022. The new minimum monthly wage is KRW 2,010,580. The minimum wage must be paid by all organizations with more than one employee, including part-time, contract, and foreign workers. Sanctions for failure to comply include criminal and financial penalties.

## Taiwan

The government announced (Chinese) a monthly minimum wage increase to NT\$26,400 (up from NT\$25,250), and an hourly wage increase to NT\$176 (up from NT\$168), effective 1 January 2023. This 4.6% increase is expected to benefit an estimated 2.32 million workers.

## Thailand

Thailand's labor ministry (Thai) has set new daily minimum wage rates for cities and provinces ranging from THB 328 to THB 354 as of 1 October 2022— up from THB 312 to THB 336 — representing an average 5.02% increase. In addition, new minimum wage rates

for the professional branches were agreed to in January 2023 and will apply 90 days after publication in the Royal Gazette. The professional branches include:

- Six in the industrial technology sector
- Five in the mechanical sector
- Six in the service industry sector

Wage rates are classified in one to three levels depending on the required skills and employees' experience. Failure by employers to pay the correct minimum wage could result in fines of up to THB 100,000 and criminal penalties.

## Vietnam

As of 1 July 2022, Vietnam's hourly minimum wage rate increased under Decree No. 38/2022/ND-CP (Vietnamese) as follows:

- **Region I**
  - VND 22,500
- **Region II**
  - VND 20,000
- **Region III**
  - VND 17,500
- **Region IV**
  - VND 15,600

## Section 5

# Europe, Middle East and Africa

## European Union

The European Union has finalized agreement of the directive on promoting adequate statutory minimum wages — almost two years after the European Commission published the proposed directive. The finalized measures will enter into force on the 20th day after publication in the official journal, and member states will have two years to transpose the directive into national law. Under the directive, member states must:

- Have procedural frameworks for setting minimum wages that meet certain criteria
- Update their minimum wages at least every two years (or four years if using automatic indexation)
- Involve the social partners in setting and updating minimum wages
- Establish a timeline and measures to strengthen collective bargaining in member states that have less than an 80% coverage rate

## Albania

The Ministry of Finance announced (Albanian) in September 2022 that the minimum wage will increase to ALL 34,000 per month — up from ALL 32,000. This is the second increase in 2022, and it took effect on 1 October 2022. The minimum wage is used to calculate social and health insurance contributions — the minimum basis will be ALL 34,000 and the maximum will be ALL 149,953.

## Angola

Angola's national minimum wage rates increased (Portuguese) on 17 February 2022 to:

- AOA 48,271.73 for the general trade and mining industry
- AOA 40,226.44 for the transportation services and transforming industries
- AOA 32,181.15 for agriculture and economic activities not included in the other categories

## Belgium

The average monthly guaranteed minimum wage increased (French) on 1 April 2022 to €1,806.16 (€10.98 per hour), up from €1,625.72. The age and service conditions no longer apply, and only one minimum wage rate is payable to workers from age 18.

## Bosnia-Herzegovina

The monthly minimum wage in Bosnia-Herzegovina rate increased (Bosnian) on 1 May 2022 to BAM 650, up from BAM 590.



## Bulgaria

The monthly minimum wage increased (Bulgarian) to BGN 780 on 1 January 2023, up from BGN 710. The monthly minimum wage paid to agricultural producers and to self-employed persons remains unchanged at BGN 710.

## Croatia

The monthly minimum wage in Croatia increased (Croatian) to €700 on 1 January 2023 — up from €623.7 per month.

## Cyprus

The ministry of labour and social insurance recently announced (Greek) that the monthly minimum wage increased to €940 on 1 January 2023.

## Czech Republic

The government increased (Czech) the minimum monthly wage to CZK 17,300 — up from CZK 15,200 — effective 1 January 2023.

## Egypt

A monthly minimum wage was established for the first time in 2021 for Egypt's private sector employees. The current minimum wage is EGP 2,700 from 1 January 2023, up from EGP 2,400 in 2022.

## France

Effective 1 January 2023, the monthly minimum wage increased (French) to €1,709.28 (up from €1,678.95), and to €11.27 per hour (up from €11.06).

## Germany

As of 1 October 2022, the statutory hourly minimum wage increased to €12 — up from €10.45 in July

## Greece

On 1 April 2023, the monthly minimum wage will increase (Greek) to €780 euros (up from €713) and is payable over 14 months. The minimum wage is paid to 585,000 workers.

## Hungary

The government increased (Hungarian) the monthly minimum wage as of 1 January 2023 to HUF 232,000 — up from HUF 200,000. For employees in positions requiring at least secondary-level qualifications or vocational training, the minimum monthly wage increased from HUF 260,000 per month to HUF 296,400 per month.

## Ireland

The National Minimum Wage increased on 1 January 2023 to €11.30 per hour (up from €10.30) for individuals aged 20 and older. The applicable minimum hourly wage rates for younger individuals are:

- 19 years: €10.17
- 18 years: €9.04
- 17 and younger: €7.91

Different minimum pay rates apply to employees in certain sectors, such as the security and cleaning sectors.

The National Living Wage will become mandatory in 2026, and the amount is set at 60% of hourly median wages in line with the Low Pay Commission's recommendations. In 2023, an estimated 60% of median earnings would be approximately €13.10 per hour.

## Jersey/Channel Islands

The hourly minimum wage in Jersey increased on 1 November 2022 to JEP£10.50, up from JEP£9.22, under measures included in Order No. 91/2022 published on 26 September 2022. Order No. 85/2022, which would have increased the minimum wage to JEP£10 on 1 October 2022, was repealed.

## Kazakhstan

Kazakhstan increased (Kazakh) its monthly minimum wage rate to KZT 70,000 (up from KZT 60,000), effective 1 January 2023. Measures (Russian) in the 2023-2025 budget include state contributions to the compulsory social health insurance (1.8%), and increasing age-related pension benefits by 10.5%, effective 1 January 2023.

## Kenya

Kenya's president announced a 12% minimum wage increase on 1 May 2022, effective immediately. The wage amounts vary by job type and region.

## Latvia

The monthly minimum wage in Latvia increased (Latvian) to €620 in 2023 (up from €500). A further increase is slated for 2024 when the monthly minimum wage will increase to €700.

## Luxembourg

The monthly minimum social wage rate increased (French) on 1 February 2023 to €2,447.07, and to €14.14 per hour for employees aged 18 and older. The increased wage rates are €1,957.65 and €11.31 for employees aged 17 and 18; €1,835.30 and €10.60 for employees aged 15 and 17; and €2,936.48 per month for skilled workers.

## Mauritius

On 1 January 2023, the new monthly minimum wage increased to MUR 13,075.

## Moldova

The minimum wage in Moldova increased (Romanian) on 1 April 2022 to MDL 3,500 per month (up from MDL 2,935) calculated on an average 169 hours per month, and to MDL 20.71 per hour.

## Morocco

Minimum wage rates increased by 5% in September 2022 for workers in industry, trade and liberal professions sectors, and by 10% for the guaranteed minimum agricultural wage.

## Netherlands

The minimum wage increased (Dutch) on 1 January 2023 to €1,934.40 for employees aged 21 years and older. The minimum wage for younger employees increased as follows:

- 20 years: €1,547.50
- 19 years: €1,160.65
- 18 years: €967.20
- 17 years: €764.10
- 16 years: €667.35
- 15 years: €580.30

## Poland

The minimum wage will increase (Polish) twice in 2023. On 1 January, the monthly minimum wage increased to PLN 3,490, or PLN 22.80 per hour, and in July it will increase to PLN 3,600, or PLN 23.50 per hour.

## Portugal

The monthly minimum wage increased (Portuguese) to €760 on 1 January 2023, up from €705. The government also announced an extraordinary payment of €240 to certain families to help with cost of living increases.

## Portugal — Azores

Portugal's autonomous region of the Azores increased its monthly wage effective 1 January 2023 to €798 per month (Portuguese), up from €740.25.

## Portugal — Madeira

Portugal's autonomous region of Madeira increased its monthly wage effective 1 January 2023 to €785 per month (Portuguese), up from €723.

## Qatar

Qatar implemented a minimum monthly wage of QAR 1,000 — applicable to all workers across all industry sectors, effective 20 March 2021. The minimum wage is the first of its kind in the Middle East, according to the government. Employers must also pay minimum allowances for food and housing — QAR 300 and QAR 500 respectively — if these are not already provided directly to workers. An estimated 400,000 private sector workers (or 20% of the private sector) benefit from the minimum wage.

## Romania

On 1 January 2023, the gross monthly minimum wage in Romania increased (Romanian) to RON 3,000 (up from RON 2,550), of which RON 200 will be exempt from taxes and social security contributions. The monthly minimum wage in the construction sector increased to RON 4,000.

## Russia

The monthly minimum wage increased (Russian) on 1 January 2023 to RUB 16,242, up from RUB 15,279.

## Serbia

The Serbian government published (Serbian) the 2023 hourly minimum wage — RSD 230 — in its Official Gazette on 14 September 2022.

## Slovakia

Effective 1 January 2023, the monthly minimum wage increased to €700, and the hourly minimum wage increased to €4.023. Different minimum wage rate increases will apply to employees depending on their job grade. Please review these resources, [here](#) and [here](#).

## Slovenia

The minimum wage increased (Slovenian) to €1074.43, effective 1 January 2023.

## South Africa

The minimum hourly wage for regular employees, farm workers and domestic workers increased on 1 March 2023 to R25.42 per hour (up from R23.19). General workers, farm workers and domestic workers now have the same minimum wage.

## Spain

From 16 February 2023, Spain's minimum wage rate increased to €36 per day, or €1,080 per month, paid over 14 installments. The rates feature in [Royal Decree 99/2023 of 14 February 2023](#) (Spanish).

## Turkey

The 2023 gross minimum wage (Turkish) is TRY 10,008, and the net amount is TRY 8,506.80 — a 55% increase on the July 2022 rate.

## Ukraine

Ukraine's minimum wage increased on 1 October 2022 to UAH 6,700 per month, up from UAH 6,500. The increase is included in the State Budget for 2022 (Ukrainian). The minimum wage will not increase in 2023.

## United Kingdom

On 1 April 2022, the United Kingdom's National Living Wage (NLW) for individuals aged 23 or older increased to £9.50 per hour — a 6.6% increase from the 2021 rate. The National Minimum Wage (NMW) — which is paid to individuals and apprentices of at least school age — increased from April 2022. The NMW rate is £9.18 for individuals aged 21 to 22; £6.83 for those aged 18 to 20; and £4.81 for those aged 16 to 17 or apprentices. The permitted offset for accommodation is £8.70. From 1 April 2023, the NLW will be £10.42, and the NMW rates will increase to £10.18 for individuals aged 21 to 22; £7.49 for those aged 18 to 20; £5.28 for those aged 16 to 17 and apprentices. The permitted accommodation daily offset rate will be £9.10.

## United Kingdom — Gibraltar

Gibraltar increased its hourly minimum wage to GIP 8.10 as of 1 August 2022 under Legal Notice 183/2022.



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